

City of Saint Paul

BARGAINING UNIT 71  
LABORERS LOCAL 132  
Effective 2000

Issued 8/18/00

GRADE 01A

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528A MODIFIED DUTY WORKER-LABORER

SALARY STEPS CREATED AS NEEDED

TITLE ONLY USED UPON INSTRUCTION FROM -WORKER'S COMP

GRADE 03U

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066 BRIDGE CREW LEADER

(1)  
7/1/00 20.07

GRADE 04U

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069 BRIDGE MAINTENANCE WORKER

069E BRIDGE MAINTENANCE WORKER - TEMP

(1) TEMP  
7/1/00 18.40 18.67

GRADE 06U

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152 WATER SYSTEM WORKER I

152E WATER SYSTEM WORKER I - TEMP

(1) TEMP  
7/1/00 18.22 18.67

GRADE 10U

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241 LABOR CREW LEADER

(1)  
7/1/00 18.87

GRADE 15U

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360A STREET SERVICES WORKER

360E STREET SERVICES WORKER - TEMP

(1) TEMP  
7/1/00 17.89 18.67

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GRADE 18U

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415 SEWER CREW LEADER

(1)  
7/1/00 19.98

GRADE 19U

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419 \*SEWER MAINTENANCE LABORER  
388A SEWER SERVICES WORKER  
388E SEWER SERVICES WORKER - TEMP

(1) TEMP  
7/1/00 18.22 18.67

GRADE 20U

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778 STORES LABORER  
778M MODIFIED DUTY WKR-STORES LBR

(1)  
7/1/00 17.89

GRADE 23U

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507 \*UNSKILLED LABORER

(1)  
7/1/00 17.89

GRADE 25U

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277 WATER UTILITY WORKER I  
277E WATER UTILITY WORKER I - TEMP

(1) TEMP  
7/1/00 17.89 18.67

GRADE 26U

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002A WATER SERVICE WKR-CONTROL DESK

(1)  
7/1/00 19.39

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GRADE 27U

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297A WATER UTILITY WORKER II  
297M MOD DUTY WKR-WATER UTIL WKR II

(1)

7/1/00 18.45

GRADE 28U

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331A WATER SYSTEM WORKER II

(1)

7/1/00 19.34

Benefits:

VACATION

1ST YEAR THRU 4TH YEAR	- 10 DAYS (.0385) - (A)
5TH YEAR THRU 9TH YEAR	- 16 DAYS (.0616) - (M)
10TH YEAR THRU 15TH YEAR	- 19 DAYS (.0731) - (O)
16TH YEAR THRU 23RD YEAR	- 23 DAYS (.0885) - (K)
24TH YEAR AND THEREAFTER	- 26 DAYS (.1000) - (H)

FLOATING HOLIDAYS

TWO

SICK LEAVE CONVERSION

180 DAYS (MAXIMUM 5 DAYS IN ONE YEAR)

2000 HEALTH INSURANCE

SINGLE: (\$211.62) ACTUAL MONTHLY COST OF 2000 SINGLE INSURANCE PREMIUM

FAMILY: (\$391.67) 1999 EMPLOYER CONTRIBUTION +50% OF 2000 FAMILY HEALTH  
INSURANCE PREMIUM INCREASE

OVERTIME

TIME & ONE-HALF IN MONEY OR COMPENSATORY TIME

SEVERANCE PAY

\$6,500 MAXIMUM      AGE 58+ OR ELIGIBLE FOR PENSION UNDER P.E.R.A.  
10 YEARS OF CONSECUTIVE SERVICE  
60 DAYS OF ACCUMULATED SICK LEAVE AT TIME OF SEPARATION

APPOINTED ON/AFTER 5/1/89:

\$10,000 MAXIMUM      80 DAYS OF ACCUMULATED SICK LEAVE AT TIME OF SEPARATION  
YEAR OF SERVICE WITH THE CITY

AT LEAST 20	\$5,000
21	6,000
22	7,000
23	8,000
24	9,000
25	10,000

REINSTATEMENT RIGHTS AFTER LAYOFF  
2 YEARS

ADDITIONAL INSURANCE

ANY EMPLOYEE HAVING TEN OR MORE YEARS OF SERVICE WITH THE EMPLOYER WHO BECOMES ILL OR INJURED SO AS TO BE UNABLE TO CONTINUE WORKING AND HAS EXHAUSTED ALL HIS/HER SICK LEAVE AND VACATION SHALL BE ELIGIBLE FOR CITY PAID HEALTH AND WELFARE BENEFITS FOR A MAXIMUM OF THREE YEARS.

EMPLOYEES WHO WORK LESS THAN FULLTIME SHALL BE GRANTED VACATION ON A PRORATA BASIS.

FOR EMPLOYEES APPOINTED PRIOR TO JANUARY 1, 1967, YEARS OF SERVICE SHALL BE DEFINED TO MEAN THE NUMBER OF YEARS SINCE THE DATE OF APPOINTMENT.

FOR EMPLOYEES APPOINTED ON OR AFTER JANUARY 1, 1967, YEARS OF SERVICE SHALL BE DETERMINED BY THE ACTUAL NUMBER OF HOURS WORKED.

PREMIUMS

WORKING 8' OR LOWER:

EMPLOYEES REQUIRED TO WORK EIGHT (8) FEET OR LOWER BENEATH GROUND SHALL RECEIVE THREE AND ONE-HALF PERCENT (3.5%) PER HOUR ABOVE THE REGULAR BASE HOURLY RATE FOR EACH HOUR OR ANY PART THEREOF WORKED IN SUCH AN ASSIGNMENT. THIS PROVISION SHALL NOT APPLY TO EMPLOYEES WORKING UNDER THE TITLES OF WATER SYSTEM WORKER I OR WATER SYSTEM WORKER II.

SWING STAGE WORK:

A PREMIUM OF FIFTY-CENTS (\$.50) PER HOUR SHALL BE PAID FOR ALL SWING STAGE WORK, SUCH AS WORK PERFORMED FROM A BOATSWAIN'S CHAIR OR A SWING SCAFFOLD OR HAZARDOUS WORK THAT REQUIRES THE USE OF A SAFETY BELT FIFTY (50) FEET OR MORE ABOVE THE GROUND. ALL STANDARD SAFETY LAWS SHALL BE COMPLIED WITH.

OILER OPERATOR:

EMPLOYEES ASSIGNED TO THE DUTIES OF OILER OPERATOR SHALL RECEIVE SIX PERCENT (6%) PER HOUR ABOVE THE REGULAR BASE HOURLY RATE FOR EACH HOUR OR ANY PART THEREOF WORKED IN SUCH AN ASSIGNMENT.

\*ASHPALT RAKER:

STREET SERVICE WORKERS, PARKS WORKERS OR WATER UTILITY WORKERS I ASSIGNED TO PERFORM DUTIES OF AN \*ASHPALT RAKER SHALL RECEIVE THREE PERCENT (3%) PER HOUR ABOVE THE REGULAR BASE HOURLY RATE FOR EACH HOUR OR ANY PART THEREOF WORKED IN SUCH ASSIGNMENT.

\*TACMAN/TAMPER:

STREET SERVICES WORKERS OR WATER UTILITY WORKERS I ASSIGNED TO PERFORM DUTIES OF A \*TACMAN/TAMPER SHALL RECEIVE SIX PERCENT (6%) PER HOUR ABOVE THE REGULAR BASE HOURLY RATE FOR EACH HOUR OR ANY PART THEREOF WORKED IN SUCH ASSIGNMENT. THIS IS IN LIEU OF ANY CLOTHING ALLOWANCE AND SHALL BE PAID ONLY FOR HOURS WORKED PERFORMING SUCH DUTIES.

TANDEM TRUCKS:

EFFECTIVE MAY 1, 1998 STREET SERVICE WORKERS AND PARKS WORKERS ASSIGNED TO DRIVE TANDEM TRUCKS, OR REQUIRED TO DRIVE LOWBOY, TRUCK TRAILER, OR SHOW MOBILE, SHALL RECEIVE \$.25 PER HOUR ABOVE THE BASE HOURLY RATE FOR EACH HOUR OR ANY PART THEREOF WORKED IN SUCH AN ASSIGNMENT. \*DRIVER-OPERATORS AND STREET SERVICES WORKERS PAID AS "BID DRIVERS" AS DEFINED UNDER THE PROVISION OF APPENDIX D, A.3 ARE NOT ELIGIBLE FOR THIS PREMIUM.